

Peers working with diverse populations: LGBTQIA



Rowan Powell
TAY Outreach Coordinator

Created by



Brendan Welsh, CPRS
Director
Office of Consumer Affairs

Things we will cover

- SOGIE (Sexual Orientation, Gender Identity and Gender Expression)
- Terminology (LGBTQIA)
- Microaggressions and how to prevent them
- Ethical Considerations
- Ways to help and Resources

Think for a minute....

Think about your daily interactions at work, at home, all the places you up end throughout the course of your busy day.

1. Do you know anyone that identifies as lesbian, gay, bisexual, or transgender?
2. How do you know the person's sexual orientation or gender identity?
3. Do you interact any differently with this person(s) than other people you know?
4. **BONUS QUESTION:** How many genders are there?


What is Sexual Orientation

- Sexual Orientation- An inherent or immutable enduring emotional, romantic or sexual attraction to other people.
- Individuals who identify as Gay or Lesbian have a romantic and/or sexual attraction to people of the same gender that they identify as.
- Individuals who identify as Bisexual have a romantic and/or sexual attraction to members of two genders.
- In 2016 there is an estimate that 3.7 of Maryland Adults identify as Lesbian, Gay or Bisexual.

Definition from HRC

Data from The Williams Institute

What do those letters mean?

- L- Lesbian
 - G- Gay
 - B- Bisexual/ Pansexual
 - Q- Questioning/Queer
 - A- Asexual
- 

Gender Identity

- One's innermost concept of self as male, female, a blend of both or neither- how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.
- Individuals whose gender identification is inconsistent with their biological sex are transgender. Currently, 0.3% of American adults and 0.49 of Maryland adults identify as Transgender.
- Individuals whose gender identification is consistent with their biological sex are considered cisgender.

Definition by HRC

Data by The Williams Institute

What do those letters mean? Part Two.

- Gnc- Gender Nonconforming/ Gender Queer
- T- Transgender
- 2-S – Two Spirit
- I- Intersex

Gender Expression

gen·der ex·pres·sion

noun

the way in which a person expresses their gender identity, typically through their appearance, dress, and behavior.

"they embrace a range of masculine and feminine gender expressions"



The way you present yourself and interact with others; masculine, agender, feminine; is on a spectrum.

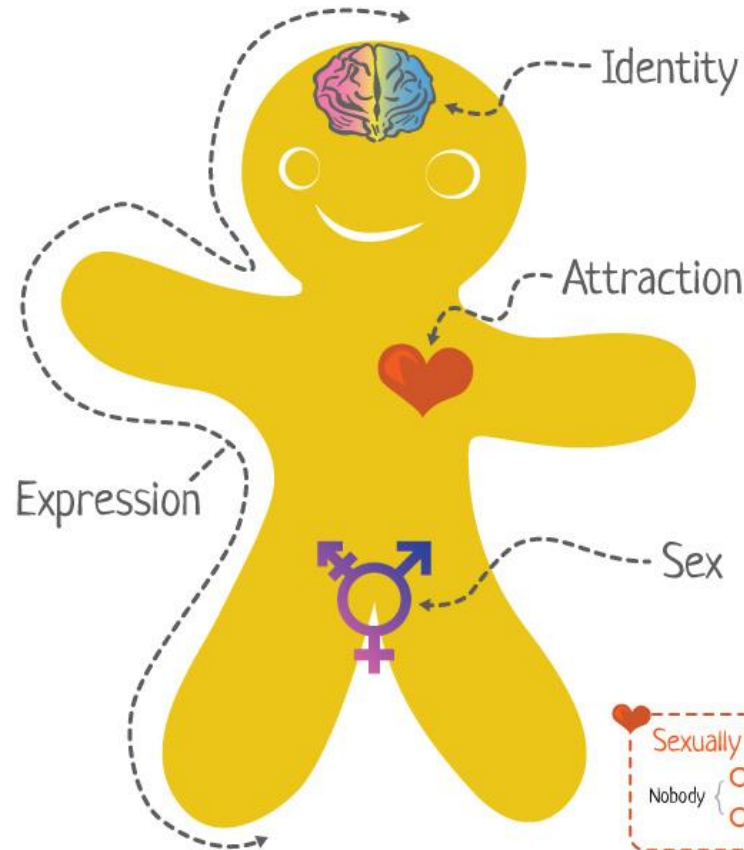
The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity, combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos



Gender Identity

⊘ Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

4 (of infinite) possible plot and label combos

"woman" "man" "two-spirit" "genderqueer"

Gender Expression

Feminine

Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

"butch" "femme" "androgynous" "gender neutral"

Biological Sex

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

"male" "female" "intersex" "MtF Female"

Sexually Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

Romantically Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

Microaggressions

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Individuals exposed to constant or ongoing microaggressions can experience the same negative behavioral health consequences as those who experience overt gender-based bullying.



Microaggressions



Examples of Microaggressions for Peers to be aware of include:

- Assuming an individual is heterosexual.
- Failing to recognize that an individual's problem can be a result of experiences with discrimination or internalized heterosexism.
- Focusing on sexual orientation when it is not relevant.
- Underestimating the consequences of "coming out."
- Failing to affirm significant relationships.
- Assuming a child's problems are due to the parents' orientation.
- Excessive displays of acceptance or "understanding."
- Using the wrong pronoun after being told the individual's preferred pronoun.
- Not having access to gender-neutral bathrooms.

Ethical Considerations

- Be aware and sensitive of the impact that internalized heterosexism, homophobia and transphobia may have on individuals and their mental health.
- Recognize the impacts coming out, and help to identify all the possible negative and positive's of coming out.
- Have an awareness and understanding that coming out is a process, and happens numerous times over a person's life.
- Be aware that language and terminology in the LGBTQ community is ever evolving and varies from person to person.
- Honor labels, terms and pronouns used by individuals.
- Appreciate and understand the importance of appropriate use of language within the LGBTQ community.
- Be aware that certain labels such as queer and gay require contextualization and should only be used if already used by the individual with clear positive identification.

Do LGBTQ people have the same rights?

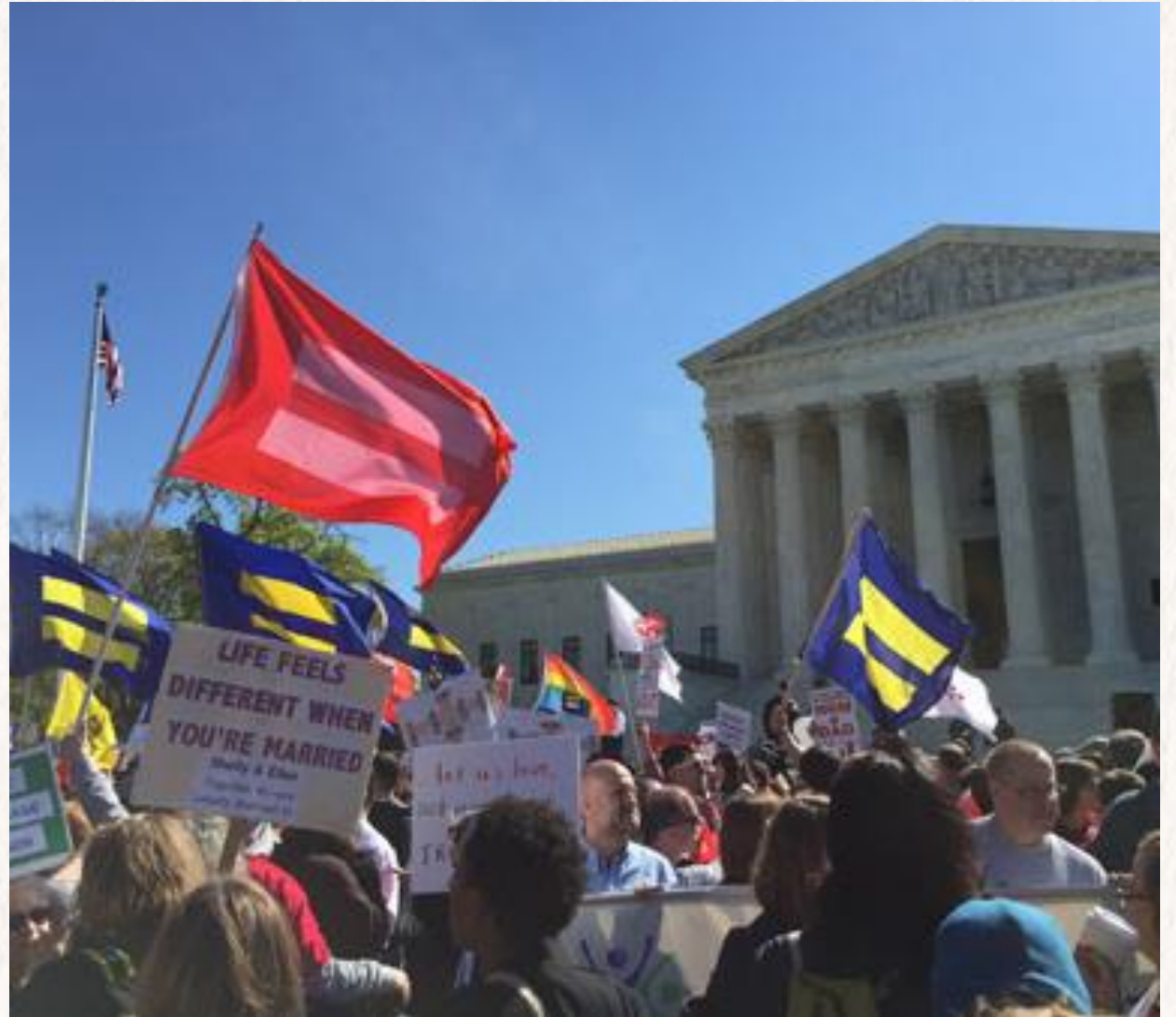
Maryland and Delaware prohibit discrimination based on sexual orientation and gender identity or expression.

Virginia does not provide the same protections, thus an LGBTQ person may be denied employment, housing, access to public accommodations in Virginia.

Same-gender marriage is legal in all 50 USA states. This recent change is due to the supreme court case, Obergefell v. Hodges.

Free State Justice , in July 2015, filed a lawsuit against a Talbot County school for not allowing a Transgender student to use the bathroom of the gender they identified with.

G.G v. Gloucester County Virginia School Board is a case filed by the ACLU on behalf of Gavin Grimm which addresses the use of bathrooms in public schools by transgender students.



What can you do?

- Address the problems that the LGBTQ community face at both the systems and individual level.
- Provide a safe and nondiscriminatory recovery environment.
- Ensure that your mission statement includes LGBTQ friendly language.
- Provide a gender neutral bathroom at your office.
- Respect the gender identities and pronouns of all your peers.
- Ask all peers what their chosen pronouns are?
- Create the opportunities for educational discussions about the LGBTQ community with your peers.
- If a peer comes to you with concerns about their sexuality or gender identity, have an open, honest and non judgmental conversation with them.

Resources

Legal Help- Free State Justice: <https://freestate-justice.org>

Need to talk to someone- Trevor Project: <http://www.thetrevorproject.org/>

Need to see that it does get better- It Gets Better Project: <http://www.itgetsbetter.org/>

General Questions- Human Rights Campaign: <http://www.hrc.org>

Need information about coming out- Human Rights Campaign Coming Out Guides:
<http://www.hrc.org/resources/category/coming-out>

Parents, Families and Friends of Lesbians and Gays:<https://www.pflag.org>

Rainbow Youth Alliance Maryland:<http://www.rainbowyouthalliancemd.org>

Gay, Lesbian, Bisexual, Transgender Community Center of Baltimore and Central Maryland
:<http://glccb.org>

Gay, Lesbian & Straight Education Network :<https://www.glsen.org>

Sexual Minority Youth Assistance League :<http://smyal.org>

The Baltimore Transgender Alliance:https://www.facebook.com/bmoretransalliance/?ref=br_rs

References

- Institute of Medicine (US), 2009.
- Youth Risk Behavior Survey, CDC. 2016.
- Raising Issues: Lesbian, Gay, Bisexual & Transgender people receiving services in the public mental health system, Alicia Lucksted, 2004.
- Child Sexual Abuse 1: An Overview by Kurt Conklin (February 2012)
- Gay, Lesbian and Bisexual Issues by American Psychiatric Association (May 2010)
- https://www.buzzfeed.com/hnigatu/19-lgbt-microaggressions-you-hear-on-a-daily-basis?utm_term=.lkLJq3AIBP#.epoOvbzPJ5
- The Williams Institute, The LGBT Atlas, 2016
- Pew Social Trends, 2013
- Centers for Disease Control and Prevention. (2014). Lesbian, gay, bisexual, and transgender health—youth.
- GLSEN. (2011). The 2011 National School Climate Survey.
- Human Rights Campaign. (2012). Growing up LGBT in America.
- Itgetsbetter.org
- Killerman, S. (2014). It's pronounced Metrosexual.
- Sue, D.W. & D. Sue. (2013). Counseling the culturally diverse. Hoboken, NJ: John Wiley & Sons.
- The Trevor Project. (2014).
- Wilbur, S., Ryan, C., Marksamer, J. (2006). Child Welfare League of America best practice guidelines: Serving LGBT youth in out-of-home care. Washington, DC: CWLA.
- "The Department of Health and Mental Hygiene." CDP. N.p., n.d. Web. 8 July 2014. <<http://phpa.dhmmh.maryland.gov/cdp/SitePages/youth-risk-survey.aspx>>.

Questions?